

Social security and legal protection connected to maternity in the Czech Republic and the European Union

The purpose of this master's degree thesis is to give a comprehensive overview of the current situation for pregnant women, women on maternity leave and parents on parental leave, including the protection of their rights provided by the employment laws in the Czech Republic and the European Union.

The thesis is composed of an introduction, the main text and a general summary. The main text is divided into two parts.

The first part deals with Czech legislation, covering all of its aspects related to maternity. It starts with development of maternity and parental benefits in Czechoslovakia and in the Czech Republic, but then focuses on the current legislation, mainly on the Sickness Insurance Act (maternity benefits, compensation benefits in pregnancy and maternity), State Social Support Act (parental benefits, maternity grants) and the Labour Code (maternity and parental leave, protection of women at work, etc.).

The second part deals with European law and its impact on the national laws of the member states. It also compares national legislation of member states regarding these matters. This part covers the development of social policy issues at the European level and continues discussing current legislation concerning maternity leave and benefits, parental leave and benefits, paternity leave, maternity grants and also the labour protection of pregnant women, breastfeeding women and parents with young children. The thesis concludes with a general summary and also some ideas regarding new legislation "de lege ferenda" are presented.